

KGO-TV ANNUAL FCC - EQUAL EMPLOYMENT OPPORTUNITY PUBLIC FILE REPORT

AUGUST 1, 2008

This report covers the period from August, 2007 through July, 2008. Our station has a longstanding commitment to a policy of equal employment and advancement opportunities for all qualified individuals without regard to race, color, gender, marital status, religion, age, national origin or citizenship status, disability, sexual orientation, status as a Vietnam era or special disabled veteran, or any other protected characteristic as established by law.

This commitment to fair employment practices applies to every aspect of the employment process to ensure that equal consideration is extended to all employees and applicants in recruitment, selection procedures, employee development, performance evaluation, promotions, transfers, benefits and other aspects of employment.

It is our policy to promote the realization of equal employment opportunity through a positive, continuing program of specific recruitment, outreach, hiring, promotion and other practices designed to ensure the full realization of equal employment opportunity.

Employees and others believing they have not been treated in accordance with KGO-TV's EEO Policy are encouraged to contact Carol McElroy, HR Representative, or Alexandra Lesley, Human Resources Manager. In an effort to make the EEO policy even more effective and to ensure compliance with the requirements of the FCC, KGO-TV has committed to performing at least four of the long-term EEO recruitment activities set forth in the new FCC's EEO rules.

A. INITIATIVES

1. Internship Program:

KGO-TV is continuing to offer internships to college and university students. An internship generally lasts 10-12 weeks, with each student working varying hours based on their schedule. The average intern works approximately 20 hours per week for school credit. The students are given the opportunity to work in a variety of departments.

Two months prior to the start of a semester, the HR Coordinator emails, faxes or mails an Internship Application Announcement to post in Career Centers at the following colleges:

University of San Francisco
Cal State University San Francisco
Cal State University East Bay
Cal State University San Jose
UC Berkeley
St. Mary's College
Notre Dame de Namur University
Santa Clara University
Dominican University
Stanford University

As of July 18, 2008, KGO-TV is hosting 17 interns working in News, Sports, Marketing Research, Public Affairs, "Seven On Your Side" (KGO's Consumer Unit), and our locally produced 3pm show --"The View from the Bay".

In addition to our primary, ongoing internship program, KGO-TV has a Diversity initiative by hosting and sponsoring an Emma L. Bowen Foundation (minority) intern.

2. Job Fairs:

KGO-TV participated in the following job fairs by staffing a booth with company personnel responsible for hiring decisions. They distributed information about careers in television; solicit applications; inform attendees of job posting; and encourage them to study broadcasting and participate in the KGO-TV internship program.

August 9-11, 2007 – Career Booth at the National Association of Black Journalists Convention in Las Vegas, attended by Alice Morris in News.

October 9, 2007 - San Francisco State University, 18th Annual CIJ (Center for Integration and Improvement of Journalism) Annual Journalism Job and Internship Fair, attended by Alexandra Lesley, Human Resources Manager.

January 30, 2008 – California State University, East Bay, Career Fair Program, attended by Carol McElroy, HR Coordinator.

July 23-27, 2008 – UNITY: Journalists of Color Convention in Chicago, Illinois sponsored by the National Association of Hispanic Journalists. Sister organizations attending were: Asian American Journalists Association, the National Association of Black Journalists and the Native American Journalists Association. This convention is attended by Kevin Keeshan, Vice President and Alice Morris, Executive Producer from the News Department.

3. Educational Outreach Programs

Ongoing: Mimi Kwan, Vice President, Public Affairs provides tours for students visiting from various academic institutions in the San Francisco Bay Area. Students are able to watch a live 5pm newscast, tour the newsroom and finish with a question and answer session with other newsroom staff.

July 12, 2008: Mimi Kwan and Laura Kutch, Manager, Community Affairs orchestrated **ABC7 Top Scholars** program (now going into 3rd year) recognizing the Bay Area's top high school academic achievers. The program awarded \$1,000 to six local graduating high school seniors heading for college. To qualify, these outstanding students exhibited exemplary skills in presentation, writing, and leadership. The overall purpose of this program served as an outreach vehicle to promote and reward academic excellence in the educational community.

Mimi Kwan hosted a group of kids from the Mayor's Youth Employment and Education Program.

4. Community Outreach

National Lesbian and Gay Journalists (NLGJA) Fall Honors Sponsorship – Since 2004, KGO-TV has attended numerous events and provided monetary support to the NLGJA's Northern California annual awards event.

August 2, 2007: Janelle Wang, host of KGO-TV local daily show, "The View from the Bay", was the Master of Ceremonies at a luncheon fundraiser for The Salvation Army.

October 5, 2007: Larry Beil, Sports Anchor was the Master of Ceremonies at the "Construction Industry Lunch-O-Ree". This event raised money for the Scouting's Character Education programs. A portion of the funds come in the form of summer camp scholarships.

October 10, 2007: Carolyn Tyler was the Master of Ceremonies at KGO-TV's sponsored event, "Ever Widening Circle", an annual fundraising event for the World Institute on Disability (WID) and the Culture!Disability!Talent! (CDT) celebrating disability culture.

October 11, 2007: Cheryl Jennings, News Anchor, hosted the 15th annual Celebrity Pool Toss Party at the Phoenix Hotel in San Francisco. This fundraiser benefited the inner city kids and families living in San Francisco's Tenderloin neighborhood.

October 13, 2007: Carolyn Johnson, Anchor and Health/Medical Reporter, was the Master of Ceremonies for "65 Roses Gala", the Cystic Fibrosis Foundation fundraising event.

November 9, 2007: Lilian Kim, Reporter was the Master of Ceremonies at the Korean-American Chamber of Commerce for their Holiday party.

June 20, 2008: San Francisco AIDSWalk: KGO-TV has served as the main TV media sponsor for the past 10 years.

June 23, 2008: Cheryl Jennings hosted a fundraising tour for Saint Michael Parish in San Francisco.

KGO-TV Public Affairs featured several Lesbian Gay Bisexual Transgender (LGBT) community leaders in "**Profiles of Excellence**" series and "**Heritage Salutes**" PSA's. Leaders featured included Aejaie Sellers (3/08), Chip Conley (6/08), and Juan Brajas (10/07).

Ongoing: "ABC 7 Listens" is an ongoing community outreach project to cover the eleven-county Bay Area with nearly 7-million residents. "ABC 7 Listens" community meetings are held every month at different locations. The goal is to learn about key issues and more specifically, stories that ABC 7 News should be covering. Various anchors and news managers host the community meetings.

Listing of Upper Level Openings:

KGO-TV forwards information on all job openings in numerous job banks and media trade organizations that include substantial participation of women and minorities.

Since the effective date of the new FCC/EEO regulations, we have posted all openings with following media trade organizations as well as several other organizations as noted in Attachment B.

Asian American Journalists Association
American Women in Radio and Television
Bay Area Black Media Coalition
California Chicano News Media Association
Latinos in Communication
National Association of Black Journalists

National Association of Hispanic Journalists
Native American Journalist Association
Women in Communications Job Bank

B. POSITIONS FILLED

A listing of all full-time positions filled and number of candidates interviewed from August 1, 2007 until July 31, 2008 is attached as **Attachment A**.

EFFORTS TO IMPROVE MAILING LIST: Every job vacancy at KGO-TV is posted on the Company's website (www.abc7news.com) as well as on the ABC Corporate Job Posting list (and since May 1, 2006 at Disneycareers.com), which is forwarded to all organizations provided on **Attachment B**. In addition, all vacancies are notified to the organizations on EEO1 Source. The station's list is updated throughout the year through individual outreach to the organizations involved. In May 2006, the new electronic resume tracking system (VURV) was implemented. The new system is hosted on the Disneycareers.com website inviting candidates to apply, upload a resume and complete EEOC information. We then post the following message on our Company's job posting website: ***ABC7 is an Equal Opportunity Employer.***

We would like to widely publicize our job opportunities. Any organization that regularly distributes employment information to job seekers or that refers candidates to employers may ask to be put on our mailing list to receive information about job vacancies. For further information, please contact Human Resources at 900 Front Street, San Francisco, CA 94111, phone: 415-954-7222 or email at kgo-tv.hr@abc.com.

In addition, promotional spots featuring News Anchors Kristen Sze and Eric Thomas were aired throughout the year as follows:

30 second promo:

Aired 13 times (various hours) on our regular channel and 1,135 times on our D2 channel.

ABC 7 is an equal opportunity employer and we would like to publicize our job opportunities.

That's why we encourage any organization that distributes employment information or refers candidates to employers to be put on our job vacancy mailing list.

For more information contact the KGO-TV Human Resources Department at 900 Front Street. San Francisco, California 94111.

Or log on to our website at ABC 7News.com.

15 second promo:

Aired 4 times (various hours) on our regular channel and 2,026 times on our D2 channel.

ABC 7 is an equal opportunity employer who encourages employment organizations to be put on our job vacancy mailing list.

For more information, contact our Human Resources Department at 900 Front Street, San Francisco, 94111.

Attachment A
Attachment B
Attachment C